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ABSTRACT

This report is the final report on faculty salaries at California's public universities for the current 2001-02 (current) and 2002-03 (budget) years. It contains a brief description of the methodology used to calculate the parity percentages and the faculty salary increase trends over the past 21 years. The faculty salary methodology includes two separate comparison institution groups, one each for the California State University (CSU) and the University of California (UC). In the first half of the 1980s, the salary lag between CSU and its comparison group was consistently smaller than the comparable lag for UC and its group. By the late 1980s, this situation had reversed. The parity figure then declined in the mid-1990s, but recent budget constraints have reversed this trend once again. The "parity figure" for the CSU system for 2002-03 is 10.6%, the percentage by which average salaries in the State University system would have to increase to equal the average salaries projected to be paid by comparison institutions in 2002-03. For the UC system, the "parity figure" is 7.7%, the percentage amount by which University faculty will lag their counterparts if no salary increase is granted for 2002-03. Current budget constraints suggest that faculty at both systems are unlikely to receive salary increases in 2002-03 commensurate with the estimated lag of their respective comparison groups. The implications of more modest salary increases, if any, may put both the University and State University at a disadvantage when retaining existing or recruiting new faculty. Seven tables present comparison institution data by rank and allow the comparison of the two systems. (SLD)

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Faculty Salaries at California's Public Universities, 2002-03

Higher Education Update

California Postsecondary Education Commission

April 2002

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Faculty Salaries at California's Public Universities, 2002-03

ANNUALLY, in accordance with Senate Concurrent Resolution No. 51 of the 1965 General Legislative Session, the California State University and the University of California submit to the California Postsecondary Education Commission information on faculty salaries for their respective institutions and for a set of comparison colleges and universities located primarily outside of California.

On this basis, Commission staff develops estimates of the percentage changes in faculty salaries in California public universities that will enable them to attain parity with their respective comparison groups in the forthcoming fiscal year. These parity figures for both systems are based on complete data from the comparison institutions. A preliminary estimate of faculty salary parity was reported to the Department of Finance and the Office of the Legislative Analyst last December. This final report, with complete information is brought before the Commission for adoption in April and in time for the Governor's May Revise of the State Budget.

To be at parity with their respective groups of comparison institutions, CSU faculty would need a 10.6% salary increase in 2002-03, while UC faculty would require a 7.7% increase.

This final report on faculty salary compensation is for the current (2001-02) and budget (2002-03) years. It contains a brief description of the methodology employed to calculate the parity percentages, and the faculty salary increase trends over the past 21 years. Supplemental Budget Language adopted by the Legislature in 1998 precludes changes in the methodology prior to the 2002-03 budget cycle. Because of the lengthy lead times required to develop the Governor's Budget, if any changes in the methodology are contemplated for the 2003-04 cycle, discussions among the members of the Commission's Faculty Salary Advisory Committee should begin in the spring or summer of 2002.

A summary of the methodology

The faculty salary methodology includes two separate comparison institution groups – one each for the California State University and the University of California. The procedures by which the systems collect data, and the techniques used to analyze those data, have been designed and refined periodically by the Commission – and the Coordinating Council before it – in consultation with the Commission's Faculty Salary Advisory Committee. The Committee includes representatives from the California State University, University of California, Department of Finance, and Office of the Legislative Analyst, with the California Faculty Association included on the Committee as an observer. As a result, the faculty salary methodology is reflective of sev-

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eral compromises among interested parties rather than the vision of any single individual or agency.

This year's methodology is unchanged from the last several years, and can be found in considerable detail in previous Commission reports. These include the June 1987 report *Faculty Salary Revisions* (CPEC 87-27), the June 1989 report *Revisions to the Commission's Faculty Salary Methodology* (CPEC 89-22), and the 1997 faculty salary report (CPEC 97-2), which includes the most recent 1996-97 adjustments.

The methodology consists of two primary elements: (1) collecting salary data from comparison institutions; and (2) a computational process that involves the weighting of several data elements by various factors, such as the number of faculty at each rank.

Display 1 below shows the comparison institutions for the two university systems. The members of the Commission's Faculty Salary Advisory Committee formulated each list through extensive discussions and compromises. In the more than 35 years that the survey has been conducted, each list has changed several times, most recently in 1993-94 when three institutions in the State University comparison group were replaced. The University of California list is unchanged since 1988, when the Massachusetts Institute of Technology and the University of Virginia replaced two other institutions.

The computational process includes current average salaries, by rank, in both the California systems and the comparison institutions, with each rank's average projected forward one year based on the previous five-year growth rate. The projected 2002-03 average rank-by-rank salaries for the comparison institutions are then compared to the current-year State University and University averages. These averages are then combined into an "All Ranks Average" for each comparison group and California system and compared for the current and budget years. Comparing the projected average for the comparison group next year with the current-year average for the California system produces the budget-year "parity figure."

Faculty salary trends

Display 2 on the next page shows the Commission's salary computations for each of the two public university systems, plus the actual amounts granted, since the 1981-82 fiscal year.

During the first half of the 1980s, the salary lag between CSU and its comparison group was consistently smaller than the comparable lag for UC and its group. However, by the late 1980s, this situation had reversed. During California's severe economic recession between 1991-92 and 1994-95, few if any faculty salary increases were

DISPLAY 1 Faculty Salary Comparison Institutions for the California State University and the University of California

The California State University

Northeast Region
- Bucknell University*
- Rutgers, the State University of New Jersey, Newark
- State University of New York, Albany
- Tufts University*
- University of Connecticut

North Central Region
- Cleveland State University
- Illinois State University
- Loyola University, Chicago*
- Wayne State University
- University of Wisconsin, Milwaukee

Southern Region
- Georgia State University
- George Mason University
- North Carolina State University
- University of Maryland, Baltimore County

Western Region
- Arizona State University
- Reed College*
- University of Colorado, Denver
- University of Nevada, Reno
- University of Southern California*
- University of Texas, Arlington

University of California
- Harvard University*
- Massachusetts Institute of Technology*
- Stanford University*
- State University of New York, Buffalo
- University of Illinois, Urbana
- University of Michigan, Ann Arbor
- University of Virginia, Charlottesville
- Yale University*

* Independent Institution.

Source: California Postsecondary Education Commission.

DISPLAY 2 Comparison of Faculty Salary Parity Figures, with Actual Percentage Increases Provided, 1981-82 Through 2002-03

	The California State University		University of California	
Year	Parity Figure	Salary Increase	Parity Figure	Salary Increase
1981-82	0.5%	6.0%	5.8%	6.0%
1982-83	2.3	0.0	9.8	0.0
1983-84	9.2	6.0	18.5	7.0
1984-85	7.6	10.0	10.6	9.0
1985-86	N/A	10.5	6.5	9.5
1986-87	6.9	6.8	1.4	5.0
1987-88	6.9	6.9	2.0	5.6
1988-89	4.7	4.7	3.0	3.0
1989-90	4.8	4.8	4.7	4.7
1990-91	4.9	4.9	4.8	4.8
1991-92	4.1	0.0	3.5	0.0
1992-93	6.0	0.0	6.7	0.0
1993-94	8.5	3.0	6.5	0.0
1994-95	6.8	0.0	12.6	3.0
1995-96	12.7	2.5	10.4	3.0
1996-97	9.6	4.0	10.3	5.0
1997-98	10.8	4.0	6.7	5.0
1998-99	11.2	5.7	4.6	4.5
1999-00	11.1	6.0	2.9	2.9
2000-01	8.9	6.0	3.0	3.0
2001-02	7.9	2.0	3.9	0.5
2002-03	10.6	N/A	7.7	N/A

Source: California Postsecondary Education Commission

funded in State budgets. This worsened the compensation deficiency between faculty at California's public institutions and their comparison groups to create the largest compensation disparity since the inflationary era of the 1970s and early 1980s.

When California moved from recession to economic boom in the mid 1990s, faculty received more competitive percentage salary increases, with slightly larger increases accruing to faculty at the California State University. As a result of this trend, the parity figure declined significantly during this period for faculty at both university systems. However, recent budget constraints have reversed the trend once again. The University of California's parity gap last year was 3.9%, while the currently projected lag is 7.7% for 2002-03. At the State University, faculty this year are expected to receive an average salary increase of 2.0%; however, the lag increased from 7.9% last year to a projected 10.6% for the 2002-03 fiscal year.

It is important to understand the meaning of these "parity" numbers. Last year, when the Commission reported an estimated lag of 7.9% for CSU faculty, it did not mean that the State University's faculty was actually paid that amount less than their colleagues at comparable institutions. This figure was a projection of a possible future (2001-02) increase based on observed trends over a five-year period, with the assumption that State University salaries would not increase at all in the 2001-02 fiscal year. The current lag can be quite different from the projected lag, and normally shows a lower percentage than anticipated for the budget year, with the potential of there being no lag at all.

The parity figures for 2002-03

California State University

Display 3 on the next page shows the parity calculations for the California State University for the current (2001-02) and budget (2002-03) years.

The "parity figure" for the State University system for 2002-03 is 10.6% – the percentage by which average salaries in the State University would have to increase to equal the average salaries projected to be paid by comparison institutions in 2002-03. It indicates that the all ranks average salary in the current year is about 6.7% below that currently paid by the comparison group. These calculations are based upon information received from all of the State University's 20 comparison institutions.

Displays 4 and 5 on the following pages show rank-by-rank and institution-by-institution salaries for both the State University and the comparison group for 1996-97 and 2001-02. These data are used to determine the five-year compounded average growth rate that permits current-year salaries to be projected into the budget year. The shaded lines in both displays indicate the State University's position for each rank and for all ranks relative to the entire list. It shows that on average all State University faculty placed 12th in their ranking with the comparison institution counterparts – one ranking below the median.

For the current year, faculty at the professor and assistant professor levels rank below the median, at the 16th and 13th places respectively. Conversely, associate professors and instructors placed above the median at 11th and 10th places respectively. The overall State University av-

DISPLAY 3 California State University Comparison Group Average Salaries, 1996-97 and 2001-02; Compound Rates of Increase, Projected Comparison Group Average Salaries, 2002-03; and Projected CSU Faculty Salary Percentage Increase Required to Attain Parity with the Comparison Group in 2002-03

Academic Rank	Comparison Group Average Salaries 1996-97[1]	Comparison Group Average Salaries 2001-02[1]	Compound Rate of Increase	Comparison Group Projected Salaries 2002-03
Professor	$76,677	$92,424	3.8%	$95,941
Associate Professor	$55,737	$66,729	3.7%	$69,175
Assistant Professor	$45,988	$55,338	3.8%	$57,424
Instructor	$35,732	$40,243	2.4%	$41,211

Academic Rank	California State University Actual Average Salaries 2001-02	Comparison Group Average Salaries Actual 2001-02	Comparison Group Average Salaries Projected 2002-03	Percentage Increase Required in California State University Average Salaries to Equal the Comparison Institution Average Actual 2001-02	Percentage Increase Required in California State University Average Salaries to Equal the Comparison Institution Average Projected 2002-03
Professor	$81,467	$92,424	$95,941	13.4%	17.8%
Associate Professor	$65,799	$66,729	$69,175	1.4%	5.1%
Assistant Professor	$52,549	$55,338	$57,424	5.3%	9.3%
Instructor	$40,749	$40,243	$41,211	-1.2%	1.1%
Weighted by State University Staffing	$68,892	$75,318	$78,136	9.3%	13.4%
Weighted by Comparison Institution Staffing	$67,159	$72,244	$74,934	7.6%	11.6%
All Ranks Average and *Net Percentage Amount*[2]	$68,459	$73,013	$75,735	**6.7%**	**10.6%**

Institutional Current-Year Staffing Pattern (Headcount Faculty)	Professor	Associate Professor	Assistant Professor	Instructor	Total
California State University	5,743	1,991	3,081	558	11,373
Percent	*50.5%*	*17.5%*	*27.1%*	*4.9%*	
Comparison Institutions	4,748	4,168	3,295	535	12,746
Percent	*37.3%*	*32.7%*	*25.9%*	*4.2%*	

1. Weighted 58% high-cost institutions, 42% low-cost institutions.
2. "All-Ranks Average" salaries are derived by weighting the State University and Comparison Institutions by 75 % of their own staffing pattern and 25% of the comparison institution's staffing pattern.

Source: CPEC staff analysis.

DISPLAY 4 California State University Comparison Institution Salary Data, by Rank, 1996-97

Institution	Professors No.	Professors Average Salary (rank)	Associate Professors No.	Associate Professors Average Salary (rank)	Assistant Professors No.	Assistant Professors Average Salary (rank)	Instructors No.	Instructors Average Salary (rank)	Total	Weighted Ave. Salary (rank)
Institution B[1]	507	$85,991 (3)	364	$63,431 (2)	186	$50,149 (3)	10	$41,111 (4)	1,067	$71,626 (1)
Institution J[1]	127	91,866 (1)	114	68,572 (1)	99	54,523 (1)	18	41,868 (2)	358	71,608 (2)
Institution Q[1]	468	86,594 (2)	358	61,387 (3)	248	52,644 (2)	35	44,862 (1)	1,109	69,548 (3)
Institution P[1]	114	79,753 (6)	124	60,059 (4)	59	46,001 (6)	0	0 –	297	64,826 (4)
Institution N	277	74,544 (11)	200	54,446 (12)	83	44,166 (13)	0	0 –	560	62,864 (5)
Institution K	467	76,675 (8)	360	54,669 (11)	218	47,322 (4)	18	32,563 (15)	1,063	62,456 (6)
Institution R[1]	236	82,518 (4)	266	56,515 (6)	125	44,346 (12)	58	36,925 (7)	685	61,594 (7)
Institution M[1]	160	74,867 (9)	139	54,788 (9)	97	44,349 (11)	2	33,864 (13)	398	60,211 (8)
Institution S[1]	268	74,007 (12)	269	56,776 (5)	201	46,082 (5)	15	41,718 (3)	753	59,754 (9)
Institution G[1]	155	78,133 (7)	215	55,180 (8)	128	44,029 (14)	0	0 –	498	59,458 (10)
CSU	**6,711**	**$65,781 (17)**	**2,043**	**$53,484 (13)**	**1,656**	**$43,155 (16)**	**185**	**$33,912 (11)**	**10,595**	**$59,317 (11)**
Institution C	83	74,736 (10)	97	55,637 (7)	79	45,538 (7)	2	39,500 (5)	261	58,530 (12)
Institution F	223	80,108 (5)	264	54,772 (10)	245	44,966 (8)	30	36,462 (8)	762	58,313 (13)
Institution A	604	68,852 (14)	445	51,491 (15)	244	43,140 (17)	60	28,212 (18)	1,353	56,703 (14)
Institution T	275	65,000 (18)	323	51,385 (16)	115	44,782 (10)	4	35,220 (10)	717	55,458 (15)
Institution L	53	63,691 (20)	30	48,190 (20)	24	40,163 (21)	1	38,270 (6)	108	53,921 (16)
Institution O	192	67,811 (16)	201	48,359 (19)	130	40,338 (20)	11	31,166 (17)	534	53,046 (17)
Institution I[1]	107	69,415 (13)	136	49,862 (18)	96	43,669 (15)	23	33,886 (12)	362	52,984 (17)
Institution D	159	63,936 (19)	196	50,081 (17)	88	41,148 (18)	10	32,629 (14)	453	52,823 (18)
Institution E[1]	105	68,137 (15)	118	51,668 (14)	114	44,872 (9)	45	36,054 (9)	382	52,327 (19)
Institution H	283	60,252 (21)	202	46,947 (21)	198	40,447 (19)	7	31,971 (16)	690	50,387 (20)
Totals	4,863	$75,357	4,421	$55,054	2,777	$45,609	349	$35,804	12,410	$60,355
High cost 10	2,247	$81,380	2,103	$58,485	1,353	$47,706	206	$38,698	6,793	$55,700
Low cost 10	2,616	70,182	2,318	51,942	1,424	43,616	143	31,635	5,617	65,984
Total	**4,863**	**$76,677**	**4,421**	**$55,737**	**2,777**	**$45,988**	**349**	**$35,732**	**12,410**	**$60,020**

1. Universities located in higher cost areas.

Source: The California State University, Office of the Chancellor

DISPLAY 5 California State University Comparison Institution Salary Data, by Rank, 2001-02

Institution	Professors No.	Professors Average Salary (rank)	Associate Professors No.	Associate Professors Average Salary (rank)	Assistant Professors No.	Assistant Professors Average Salary (rank)	Instructors No.	Instructors Average Salary (rank)	Total	Weighted Ave. Salary (rank)
Institution Q[1]	519	$106,255 (2)	324	$74,409 (3)	244	$65,453 (1)	31	$54,735 (2)	1,118	$86,692 (1)
Institution J[1]	133	109,148 (1)	119	80,885 (1)	90	65,247 (2)	31	43,616 (5)	373	84,092 (2)
Institution B[1]	434	100,755 (4)	352	74,641 (2)	255	58,974 (3)	17	60,584 (1)	1,058	81,351 (3)
Institution P[1]	128	95,259 (6)	119	69,999 (4)	59	53,644 (11)	0	0 --	306	77,412 (4)
Institution K	479	92,450 (7)	342	67,578 (6)	257	57,453 (4)	15	42,586 (7)	1,093	75,754 (5)
Institution N	216	90,876 (9)	180	64,751 (12)	109	55,008 (7)	0	0 --	505	73,822 (6)
Institution S[1]	282	89,310 (11)	252	68,718 (5)	206	54,816 (8)	34	48,469 (4)	774	71,631 (7)
Institution M[1]	170	90,442 (10)	135	65,918 (10)	112	52,179 (15)	10	40,017 (12)	427	71,471 (8)
Institution A	618	87,590 (12)	416	62,816 (14)	295	54,432 (9)	46	38,181 (13)	1,375	71,328 (9)
Institution R[1]	245	97,421 (5)	264	67,418 (7)	210	50,906 (18)	91	41,653 (8)	810	69,318 (10)
Institution I[1]	126	91,647 (8)	116	64,323 (13)	122	55,271 (6)	23	40,812 (9)	387	68,968 (11)
CSU	**5,743**	**$81,467 (16)**	**1,991**	**$65,799 (11)**	**3,081**	**$52,549 (13)**	**558**	**$40,749 (10)**	**11,373**	**$68,892 (12)**
Institution F	179	104,806 (3)	287	66,682 (8)	303	55,282 (5)	114	35,514 (6)	883	66,475 (13)
Institution T	240	80,575 (18)	264	62,755 (15)	214	54,257 (10)	9	43,555 (11)	727	65,899 (14)
Institution O	194	78,054 (19)	166	57,414 (20)	122	52,351 (14)	0	0 --	482	64,440 (15)
Institution G[1]	157	81,509 (15)	214	59,273 (18)	71	50,208 (19)	0	0 --	442	65,715 (16)
Institution C	70	86,658 (13)	107	66,376 (9)	110	51,848 (16)	2	49,875 (3)	289	65,645 (17)
Institution L	47	81,333 (17)	28	60,845 (16)	47	50,989 (17)	0	0 --	122	64,941 (18)
Institution D	151	75,043 (20)	189	58,519 (19)	114	45,087 (21)	3	40,516 (10)	457	60,510 (19)
Institution H	249	72,405 (21)	180	56,307 (21)	260	48,725 (20)	0	0 --	689	59,264 (20)
Institution E[1]	111	82,019 (14)	114	60,577 (17)	95	53,286 (12)	109	34,821 (15)	429	57,966 (21)
Totals	4,748	$91,406	4,168	$66,108	3,295	$54,846	535	$40,577	12,746	$71,549
High cost 10	2,305	$96,946	2,009	$69,389	1,464	$56,860	346	$42,345	6,124	$75,238
Low cost 10	2,443	86,178	2,159	63,055	1,831	53,236	189	37,339	6,622	63,236
Total	**4,748**	**$92,424**	**4,168**	**$66,729**	**3,295**	**$55,338**	**535**	**$40,243**	**12,746**	**$70,197**

1. Universities located in higher cost areas.

Source: The California State University, Office of the Chancellor.

erage approaches the median because it has 50.5% of its faculty at the full-professor rank, while its comparison institutions, as a group, have 37.4% of their faculty at that rank.

University of California

The University of California provided current-year data from all of its eight comparison institutions. Display 6 on the next page shows the parity calculations for the University for both the current and budget years. For the University system, the methodology indicates a "parity figure" of 7.7%, which is the percentage amount by which University faculty will lag their counterparts if no salary increase is granted for 2002-03. The display also shows that University average salaries lag the comparison group by 2.8% in the current fiscal year.

Display 7 presents 1996-97 and 2001-02 comparison institution data, by rank, and indicates that the University has slightly improved its relative strength over the five-year period. Five years ago, roughly $3,300 separated the University's average all-ranks salary from the institution just below it; today the University's average is about $6,100 higher than that institution. There is no change from last year in the public/independent relationship relative to faculty salaries. Each of the private comparison institutions pays more while each public comparator pays less.

The Universities rank-by-rank position relative to its comparison institutions is more consistent than that of the State University. In the current year, the University's all-ranks average is at the median. Full professors are also ranked at the median, while associate professors are ranked sixth, and assistant professors are ranked fourth. The consistency of the University's position occurs because the distribution of faculty at each rank in that system is similar to the distribution of faculty at its eight comparison institutions.

Issues of competitiveness

Current budget constraints suggest that faculty at both the University of California and the California State University are unlikely to receive salary increases in 2002-03 commensurate with the estimated lag of their respective comparison groups. The implications of more modest salary increases, if any, may put both the University and State University at a disadvantage when retaining existing or recruiting new faculty. If the lag is too disparate, both University systems may lose their best scholars to institutions offering more competitive salaries. Similarly, when recruiting new faculty, both systems must offer competitive packages to recent graduates, and to highly prized scholars working elsewhere, to make their offers most attractive.

The current national recession may temper the negative effects of small or no salary increases on the University and State University in the short term, in that many public and private institutions throughout the nation are also facing limited salary increases. However, once the national economy improves, the State must consider what levels of compensation are best for recruiting and retaining faculty. The Commission parity calculations for the University and State University are one measure.

DISPLAY 6 University of California Comparison Group Average Salaries, 1996-97 and 2001-02; Compound Rates of Increase, Projected Comparison Group Average Salaries, 2002-03; and Projected UC Faculty Salary Percentage Increase Required to Attain Parity with the Comparison Group in 2002-03

Academic Rank	Comparison Group Average Salaries 1996-97[1]	Comparison Group Average Salaries 2001-02[1]	Compound Rate of Increase	Comparison Group Projected Salaries, 2002-03
Professor	$92,310	$115,760	4.6%	$121,121
Associate Professor	$61,056	$77,776	5.0%	$81,634
Assistant Professor	$51,075	$65,047	5.0%	$68,270

Academic Rank	University of Calif. Average Salaries, 2001-02	Comparison Group Average Salaries Actual 2001-02	Comparison Group Average Salaries Projected 2002-03	Percent Increase Required in University Ave. Salaries to Equal the Comparison Institution Average Actual 2001-02	Percent Increase Required in University Ave. Salaries to Equal the Comparison Institution Average Projected 2002-03
Professor	$109,680	$115,760	$121,121	5.5%	10.4%
Associate Professor	$71,992	$77,776	$81,634	8.0%	13.4%
Assistant Professor	$64,221	$65,047	$68,270	1.3%	6.3%
Weighted by University of California Staffing	$94,419	$99,560	$104,258	5.4%	10.4%
Weighted by Comparison Institution Staffing	$90,059	$94,724	$99,219	5.2%	10.2%
All Ranks Average/Net Percentage Amount[2]	**$93,329**	**$95,933**	**$100,479**	**2.8%**	**7.7%**

Institutional Budget-Year Staffing Pattern, (Full-Time-Equivalent Faculty)	Professor	Associate Professor	Assistant Professor	Total
University of California	3,866.5	1,249.0	1,026.5	6,142.0
Percent	*63.0%*	*20.3%*	*16.7%*	*100.0%*
Comparison Institutions	4,420.5	1,744.3	2,137.2	8,302.1
Percent	*53.2%*	*21.0%*	*25.7%*	*100.0%*

1. Weighted 50% public comparison institutions, 50% independent comparison institutions. The University of California Office of the President reported final survey results from all of its eight comparison institutions.
2. All-Ranks Average derived by weighting University and Comparison Institutions by 75 percent of their own staffing pattern and 25 percent of the other's staffing pattern.

Source: CPEC staff analysis

DISPLAY 7 University of California Comparison Institution Average Salaries and Ranking, 1996-97 and 2001-02

1996-97	Type[1]	Professor		Rank	Associate Professor		Rank	Assistant Professor		Rank	Total Faculty		Rank
		Number	Salary		Number	Salary		Number	Salary		Number	Salary	
Institution A	I	482	$104,773	2	135	$71,817	1	135	$58,769	1	752	$90,598	1
Institution H	I	588	108,392	1	120	59,230	4	190	54,929	3	898	90,511	2
Institution F	I	543	100,570	3	163	68,466	2	162	55,100	2	868	86,055	3
Institution D	I	357	99,913	4	105	58,398	6	179	50,728	5	641	79,378	4
Univ. of Calif.	**P**	**3,137**	**87,868**	**5**	**1,196**	**58,700**	**5**	**1,077**	**51,429**	**4**	**5,410**	**74,166**	**5**
Institution E	P	707	85,052	6	352	63,121	3	349	49,869	6	1,408	70,849	6
Institution B	P	426	80,139	7	274	55,548	7	191	46,047	8	891	65,279	7
Institution G	P	862	78,013	9	506	54,477	9	367	48,101	7	1,735	64,830	8
Institution C	P	305	79,799	8	235	54,504	8	163	42,977	9	703	62,804	9
Totals		**4,270.7**	**$92,310**		**1,890.0**	**$61,056**		**1,735.4**	**$51,075**		**7,896.0**	**$76,725**	

2001-02	Type[1]	Professor		Rank	Associate Professor		Rank	Assistant Professor		Rank	Total Faculty		Rank
		Number	Salary		Number	Salary		Number	Salary		Number	Salary	
Institution H	I	681	$139,187	1	105	$86,651	2	251	$74,567	2	1,037	$118,227	1
Institution A	I	504	124,860	2	133	91,529	1	215	71,578	3	852	106,212	2
Institution F	I	552	123,986	3	177	82,276	3	183	75,660	1	912	106,194	3
Institution D	I	402	123,635	4	72	73,967	5	193	60,685	6	667	100,059	4
Univ. of Calif.	**P**	**3,867**	**109,680**	**5**	**1,249**	**71,992**	**6**	**1,027**	**64,221**	**4**	**6,142**	**94,419**	**5**
Institution E	P	702	108,713	6	327	76,480	4	390	61,653	5	1,419	88,351	6
Institution B	P	461	101,924	7	253	70,044	7	230	57,624	8	944	82,593	7
Institution G	P	821	99,414	8	453	69,414	8	482	59,128	7	1,757	80,615	8
Institution C	P	297	97,653	9	224	67,481	9	193	56,527	9	714	77,071	9
Total		**4,420.5**	**$115,760**		**1,744.3**	**$77,776**		**2,137.2**	**$65,047**		**8,302.1**	**$95,682**	

1. I =Independent; P = Public.

Source: University of California, Office of the President.

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